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BROWARD COLLEGE

Define yourself.

To: Members of the Board of Trustees

From: J. David Armstrong Jr., President

Date: December 3, 2008

Place: Regular Meeting of the Board of Trustees
Broward College
Boardroom #1208, Willis Holcombe Center
111 East Las Olas Boulevard
Fort Lauderdale, FL

Subject: Agenda Item -VI-P-1 Finalization 2007/2008 Salary Adjustments for Faculty
represented by the United Faculty of Florida

Brief Description: Attached is a summary of the finalization of 2007/2008 annual salary increases for full-time faculty represented by the United Faculty of Florida (UFF). These items reflect the proposed finalized language in Article 5.10 of the collective bargaining agreement between the Board of Trustees of Broward College and the United Faculty of Florida/Broward College Chapter.

Benefit to BC: Maintaining the total compensation package is important for the retention of Broward College's faculty and for the provision of quality services to Broward College students.

RECOMMEND APPROVAL

Board Agenda Approved: _____
Date: _____

Agenda Item VI-P
Enclosure 1

**BOARD OF TRUSTEES
AGENDA TRANSMITTAL SHEET**

To: **President Armstrong**
From: **Vice President, Human Resources & Equity**

Date: **November 17, 2008**

Subj: **Finalization of 2007/2008 Salary Adjustments for Faculty represented by the United Faculty of Florida.**

Background/Analysis: The following is the finalization of 2007/2008 Annual Salary Increases for full-time faculty represented by the United Faculty of Florida (UFF). Effective August 16, 2007, 399 full-time faculty members received salary adjustments including a base-building increase of \$1000.00 and, 194 members were raised to the new salary minimums on the 2007-2008 Faculty Salary Schedule after the \$1000 increase. The Faculty Salary Schedule was increased by 2%.

Fiscal Impact: The \$1000 increase as well as adjustments for years of experience were paid retroactive to August 16, 2007. The fiscal impact was \$642,479.42.

Additional Adjustments: Additional retroactive salary adjustments for eligible full-time faculty working in excess of 163 duty days are as follows:

- A) 3 full-time faculty working 225 duty days = \$1,137.75
- B) 17 full-time faculty working 194 duty days= \$3,216.74
- C) 30 full-time faculty working 213 duty days= \$8,708.70


Sub-Total \$13,063.19

One-time bonus for full-time faculty (5)
members with 35 years of Service
@\$500.00= \$ 2,500.00

Total Fiscal Impact of Adjustments = \$15,563.19

Adjusted Fiscal Impact: \$658,042.61


Initiating Official
Candice J. Hunter
District Director, Compensation


Vice President/Provost
Dr. Edna B. Chun, Vice President,
Human Resources & Equity

THIS RECOMMENDED ACTION MEETS THE FOLLOWING ELEMENT(S) OF THE COLLEGE'S MISSION STATEMENT:

- | | |
|---|---|
| <input checked="" type="checkbox"/> Providing high quality educational programs | <input checked="" type="checkbox"/> Providing high quality services |
| <input type="checkbox"/> Providing for affordability to a diverse community of learners | <input type="checkbox"/> Providing for accessibility to a diverse community of learners |
| <input checked="" type="checkbox"/> Commitment to student achievement | <input checked="" type="checkbox"/> Commitment to lifelong learning |
| <input checked="" type="checkbox"/> Commitment to academic excellence | <input type="checkbox"/> Providing use of current technology |

BRIEFLY DESCRIBE HOW THIS RECOMMENDATION ACHIEVES THE ABOVE ELEMENT(S) IN THE COLLEGE'S MISSION STATEMENT:

Approval of this additional salary increase ensures that we retain our talented employees and that our salaries do not fall too far below market levels. It also rewards those employees who have remained committed to the college through their entire careers providing high quality services to the College community along the way.

Minority Firm: Yes ___ No ___ N/A ___ X ___ **Broward Firm: Yes ___ No ___ N/A ___ X ___**